

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Effect of Physicians Comparability Allowance Act (PCA) on Physician Recruitment

FROM:

Executive Officer
Office of Medical Services

EXTENSION

NO.

STAT

DATE 31 August 1981

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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ExO/DDA

31 AUG 1981

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Mr. Fitzwater requested this information.

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FILE: Medica

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31 August 1981

MEMORANDUM FOR: Director of Medical Services

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[REDACTED]
Personnel Officer, OMS

SUBJECT: Effect of Physicians Comparability Allowance
Act (PCA) on Physician Recruitment

1. During the period June 1977-78, 147 physician applicants were evaluated. Only one was hired - he subsequently resigned.

2. Authorization for the Agency to offer PCA became effective on 1 October 1979. During the period 1 October 1979 - 1 August 1981, 42 physician applicants were interviewed for employment. Of these, four entered on duty - one has since resigned. OMS feels PCA has had a positive impact on physician recruitment for the following reasons:

- Better professional quality of applicants
- Higher EOD ratio
- Lower loss ratio
- Younger applicants, thus providing the Agency greater return on investment potential
- Of the three EODs since the introduction of PCA, the one physician who came to us from 25 years private practice did not accept our job offer until he was assured of receiving PCA. The two younger physicians have expressed their intention to resign if PCA is not extended beyond FY 83.
- All three of our 1979-81 EODs have received numerous accolades for their excellent performance and one has

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